



## NATIONAL CONFERENCE *of* STATE LEGISLATURES

*The Forum for America's Ideas*

### **NCSL Offerings for Sexual Harassment Prevention Training**

#### **Sexual Harassment Prevention and Education**

**Description:** Sexual harassment prevention education teaches lawmakers how to identify, respond to, and better the culture of state capitols. To foster a healthy workplace culture, identifying what constitutes harassment, the different forms harassment can take, and how to effectively change behavior is a critical component of the educational training.

The session consists of a short video with two national experts, broken up into easily digestible lessons about sexual harassment. Accompanied by a facilitator and discussion guide, NCSL brings the subject matter out of the video and encourages discussion on how to ensure the capitol is a healthy workplace.

##### **What Topics Do We Cover?**

- Defining sexual harassment
- Categories of harassment and inappropriate behaviors
- Creating a culture for a healthy workplace

**Faculty:** NCSL Staff plus video featuring two national experts on harassment and discrimination

**Length:** 75-90 minutes

**Audience:** Legislators

**Cost:** NCSL will cover travel costs

#### **Harassment and Hostile Workplace**

**Description:** The seminar includes a detailed overview of what sexual harassment is, explains legal definitions and provide examples of sexual harassment. The seminar will also provide advice on complaint and investigation procedures.

**Faculty:** Jonathan A. Segal, Esq., Duane Morris

**Length:** 60-120 minutes

**Audience:** Legislators and legislative staff. Segal could do any type of presentation necessary. For example, he could present to all legislators, or just leadership on harassment policies. He could also present to staff. Note: if you'd like to offer training to staff, a group session, followed by a special session for managers is advisable.

**Cost:** There is a speaking fee for Segal, plus travel costs. NCSL would work with him depending on your time/date to get an estimate. State is responsible for this fee. Travel fees can be discussed with NCSL to see if cost-sharing is a possibility. He has worked with NCSL before.

## **Discrimination and Harassment in the Legislative Environment**

**Description:** The seminar will include an overview of what sexual harassment is, legal definitions and provide examples harassment. Additionally, it will discuss EEOC laws, reporting discrimination and harassment, and definitions and examples of a hostile work environment.

**Presenter:** Jon Heining, General Counsel, Texas Legislative Council

**Length:** 60-120 minutes

**Audience:** Legislators and legislative staff. He could present to all legislators, or just leadership on harassment policies. He could also present to staff.

**Cost:** There is no speaker fee for Jon. Travel fees can be discussed with NCSL to see if cost-sharing is a possibility. Jon is a legislative staffer and therefore, understands the uniqueness of the legislative environment.

**Special Note:** Jon's availability is can be limited in late 2018 and 2019.